New Opportunities for the Development of Education at the Technical University of Liberec

Specific objective A2: Development in the field of distance learning, online learning and blended learning

NPO_TUL_MSMT-16598/2022

Selected current HR challenges in managing human resources in the post-pandemic era

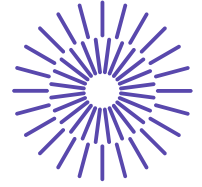# Practical examples of implemented activities

Ing. Tereza Michalová

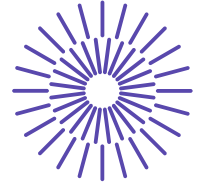**Worksheet: Exploring Contemporary HR Challenges**

Instructions: In this worksheet, you will explore various contemporary challenges facing Human Resource Management (HRM) in the post-pandemic era. Through a series of tasks, you will analyze different aspects of HR challenges and develop critical insights into potential solutions.

Task 1: Digital Tools and Ethical Questions

- Read the provided article on the ethical implications of using digital tools in HRM: https://www.researchgate.net/publication/326968480_Digital_
- Identify three potential ethical issues associated with the use of digital tools in HRM.
- Reflect on how these ethical issues might impact employee privacy, fairness, and organizational trust.
- Discuss your findings with a peer and brainstorm strategies for addressing these ethical concerns.

Task 2: Employee Job Search Motivation – Gen Z

- Watch the provided video about Generation Z:
  https://www.youtube.com/watch?v=2R1NrHu2axk
- Summarize the key factors influencing the job search motivation of Generation Z.
- Analyze how organizations can adapt their recruitment strategies to attract and retain Generation Z talent.
- Create a visual representation (e.g., infographic or mind map) highlighting the preferences and values of Generation Z in the workplace.
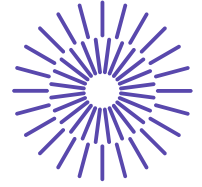
Task 3: Webpage Recruitment - Lack of Candidates

- Review the case study on webpage recruitment challenges and the lack of candidates.
- Identify the main reasons contributing to the lack of candidates in webpage recruitment.
- Propose three innovative strategies that organizations can implement to overcome this challenge.
- Present your recommendations in a brief written report, including supporting evidence and potential benefits.

Task 4: Digital Solutions and Communication in Remote Teams

- Share your experiences and insights on effective communication tools and practices in remote work environments.
- Collaborate with your peers to compile a list of digital solutions recommended for enhancing communication and collaboration in remote teams.
- Reflect on the importance of fostering trust, transparency, and inclusivity in virtual team communication.

Conclusion:

In completing this worksheet, you have gained a deeper understanding of the current HR challenges facing organizations today. By analyzing ethical dilemmas, exploring generational preferences, addressing recruitment obstacles, and leveraging digital solutions, you are better equipped to navigate the complexities of HRM in the post-pandemic landscape.